



2006-2016

# Career Grades

Navigating Missouri's Top Jobs





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## *Navigating Missouri's Top Jobs*

With over 800 occupations to consider, choosing a career can be challenging. Missouri Career Grades are a tool to help compare the future outlook of these occupations. To make the comparisons easier, the Missouri Career Grades Report assigns letter grades to various occupations within the state based on each occupation's outlook over the next decade. For example, occupations in the Grade A category have the best outlook while Grade F jobs have the worst outlook. Grades are based on a combination of job openings, percent growth, and the average wages of an occupation.

For each of these three factors, an occupation's projected performance is compared to the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. For example, an occupation that has a well-above average number of openings, a well-above average growth rate, and a well-above average wage would be assigned an A+, while an occupation with a slightly below average number of openings, and average growth rate, and a well-above average wage would score a B+.

Career Grades are available for Missouri and the state's 10 Workforce Investment Areas (WIAs). Grades assigned in each region are determined by comparing only the occupations within that region. Due to regional differences in economic makeup across the state, it is possible that an occupation can have a good outlook (and high grade) in one region, but have a poor outlook (and low grade) in another region.

Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals in choosing which careers have the best outlook in terms of having good growth, a large number of annual openings, and offer an above average salary for job seekers.

This report highlights occupations within each grade category in Missouri and those with the best outlook for every region of the state. To further assist with the career exploration process, occupations are grouped by the education and training levels associated with those groups.



## ***Education, Training & Experience***

The education and experience categories describe the most significant level of postsecondary education or training for a particular occupation based on national trends. While many occupations could be pursued with various levels of education or training, these groupings identify typical requirements and provide an additional source of information for a career-seeker.

### **Now**

#### ***Short/Moderate-Term On-the-Job Training***

Occupations generally requiring short-term on-the-job training are those for which less than 1 month of training suffices. Jobs that generally require moderate-term on-the-job training are those that assume training to last at least 1 month and no more than 12 months.

### **Next**

#### ***Long-Term On-the-Job Training/Work Experience in a Related Occupation***

Occupations requiring long-term on-the-job training are those for which more than one year of training is needed. Jobs that generally require work experience in a work-related occupation are assumed to require a level of skills and experience higher than that of jobs requiring long-term on-the-job training.

#### ***Associate's Degree/Vocational Education***

Occupations requiring vocational education are those for which at least a few weeks or more than a year of vocational education is needed. Occupations that generally require the completion of an associate's degree program usually require at least 2 years of full-time academic study.

### **Later**

#### ***Bachelor's Degree/Work Experience***

Occupations that require completion of a bachelor's degree program usually require 4 or 5 years of full-time academic work. Jobs may require work experience in addition to a bachelor's degree or higher.

#### ***Master's/Doctoral/Professional Degree***

Occupations that require the completion of a master's degree program usually needs 1 to 2 years of full-time equivalent study beyond a bachelor's degree whereas a doctoral degree program usually requires at least 3 years of academic work beyond a bachelor's degree. A professional degree usually requires at least 6 years of academic study.



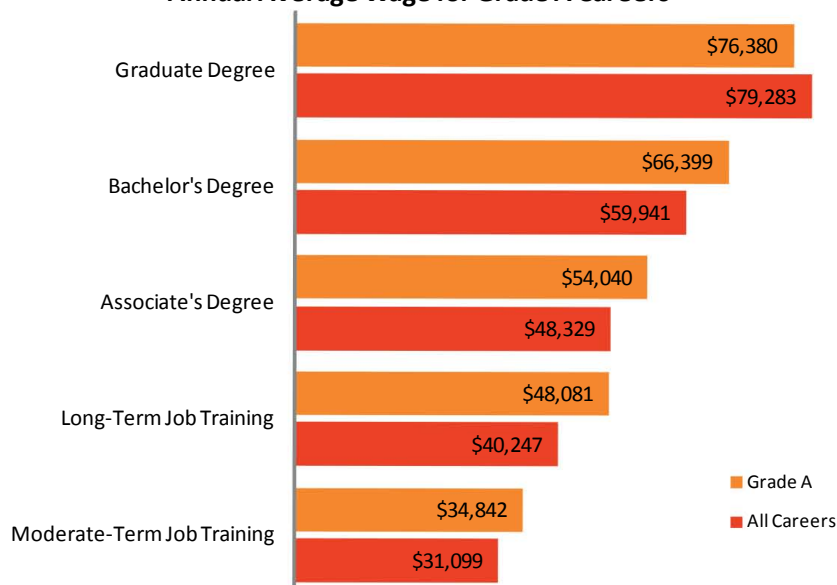
## Grade A

Grade A careers have the best outlook with above average growth rates number of openings and average wages compared to all occupations in the state. Nearly 572,000 Missourians were employed in these in 2006, making up 20% of the state's employment. Grade A careers earn higher than average wages regardless of required education and training, with an average of \$58,414 in 2006 compared to the statewide average of \$36,594.

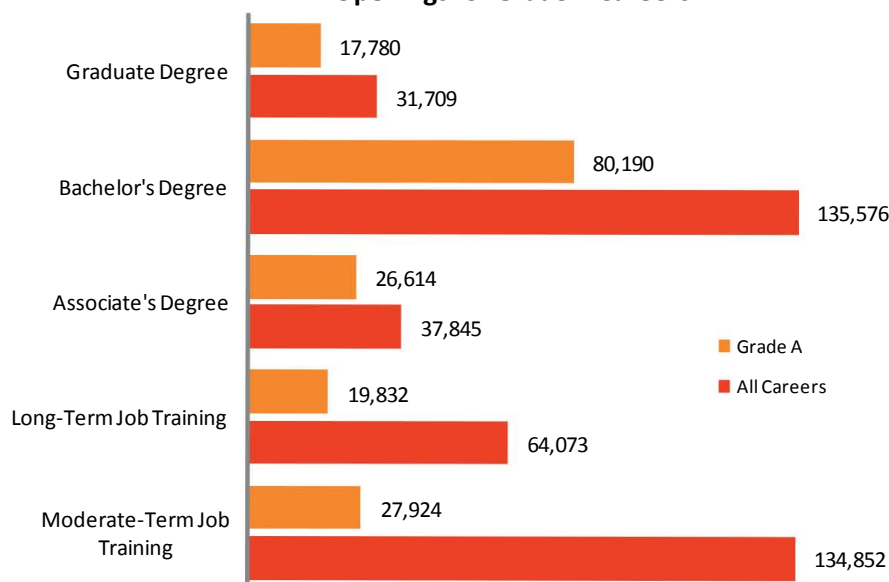
Grade A occupations that typically require education and training of a bachelor's degree or graduate degree average even higher wages.

In the next ten years, employment in Grade A occupations is projected to increase by 14 percent, over twice the state's average growth rate of 5.9 percent.

**Annual Average Wage for Grade A Careers**



**Openings for Grade A Careers**



Openings in Grade A careers are projected to top 192,000 by 2016, providing employment opportunities for many Missourians. Of all Grade A openings, over two-thirds will require education and training beyond high school, with nearly 41 percent requiring a bachelor's degree, 9 percent an associate's or vocational degree, and 22 percent a graduate degree.

## Top Grade A Occupations

Now	Openings	Average Wage
Customer Service Representative	17,880	\$30,421
Construction Laborers	3,140	\$36,643
Painters, Construction and Maintenance	2,657	\$38,581
Cement Masons and Concrete Finishers	2,448	\$36,296
Advertising Sales Agents	897	\$45,794
Next	Openings	Average Wage
Registered Nurses	18,702	\$54,297
Sales Representatives, Wholesale and Manufacturing, Expert Technical and Scientific Products	9,476	\$57,269
Electricians	4,808	\$50,144
Sales Representatives, Services, All Other	4,543	\$54,252
Plumbers, Pipefitters, and Steamfitters	3,544	\$50,996
Later	Openings	Average Wage
Accountants and Auditors	8,186	\$57,674
Elementary School Teachers, Except Special Education	8,056	\$41,187
General and Operations Managers	7,647	\$98,028
Insurance Sales Agents	6,265	\$57,626
Computer Systems Analysts	4,564	\$69,600

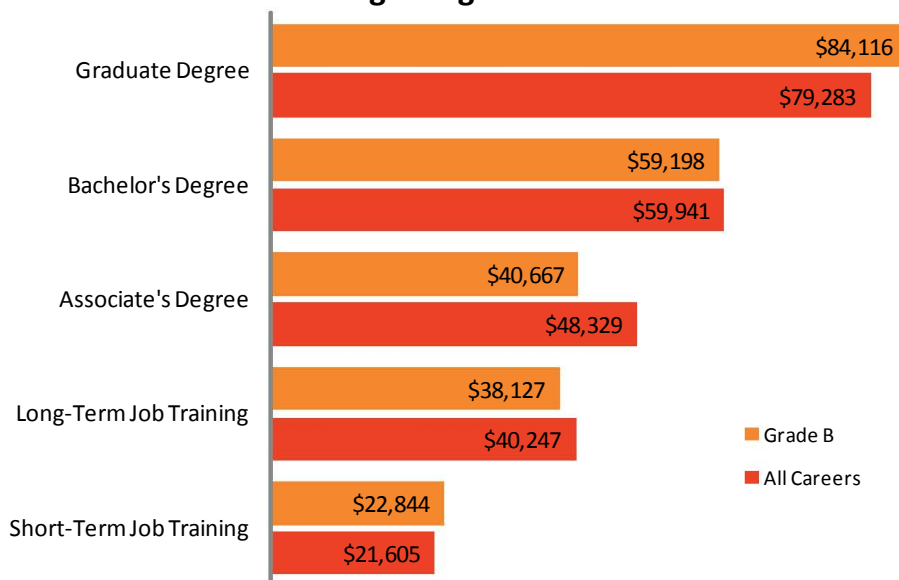
## Grade B

Grade B careers have a good outlook compared to all occupations in the state. There were over 193,000 Missouri workers in 2006 that were employed in Grade B careers, making up nearly 41 percent of employment statewide. Overall, Grade B careers pay slightly lower wages than the state average, with the Grade B careers paying an average of \$34,869 compared to \$36,594 for all occupations.

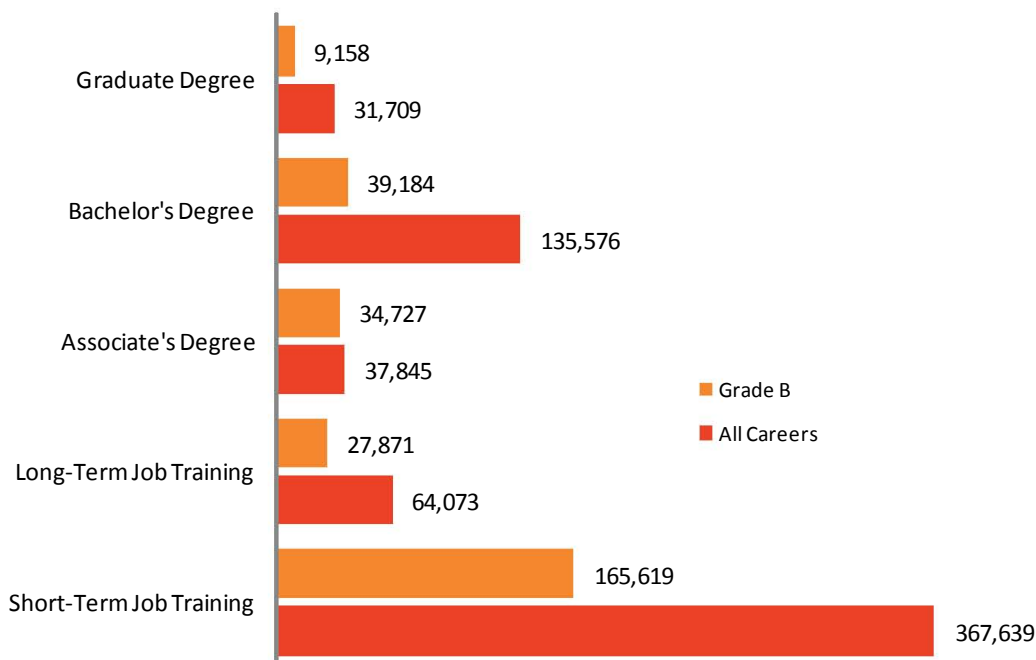
In the next ten years, employment in Grade B occupations is projected to increase by 8.4 percent, faster than the state's average growth rate of 5.9 percent.

Grade B careers are projected to have more openings from 2006 to 2016 than any other grade category, with close to 346,000 projected openings in these careers.

**Annual Average Wage for Grade B Careers**



**Openings for Grade B Careers**



Of all Grade B openings in Missouri, nearly 56 percent will require either short-or long-term on-the-job training, while 11 percent will require a bachelor's degree, 10 percent an associate's degree or vocational training, and only 3 percent will require a graduate degree.

## Top Grade B Occupations

Now	Openings	Average Wage
Retail Salespersons	36,024	\$24,793
Office Clerks, General	24,428	\$24,433
Truck Drivers, Heavy and Tractor-Trailer	11,874	\$37,527
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11,617	\$20,290
Child Care Workers	10,633	\$17,609
Next	Openings	Average Wage
Cooks, Restaurant	7,595	\$19,943
Carpenters	7,134	\$42,894
Executive Secretaries and Administrative Assistants	6,515	\$39,984
Nursing Aides, Orderlies, and Attendants	6,492	\$20,372
Licensed Practical and Licensed Vocational Nurses	5,558	\$33,333
Later	Openings	Average Wage
Secondary School Teachers, Except Special and Vocational Education	6,286	\$42,807
Child, Family, and School Social Workers	1,572	\$34,030
Civil Engineers	1,570	\$68,842
Management Analysts	1,542	\$69,833
Educational Administrators, Elementary and Secondary School	1,431	\$72,005

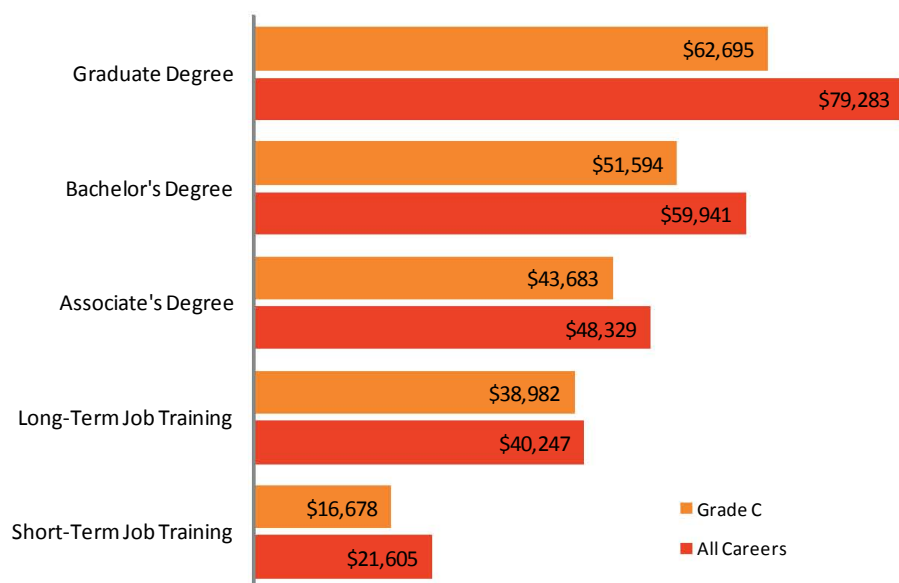


## Grade C

Grade C careers have average growth and pay lower than average salaries compared to all occupations in the state. Nearly, 336,000 Missourians were employed in these occupations in 2006, making up 11.5 percent of the state's employment. Grade C careers earn lower than average wages, with an average of \$28,257 in 2006, compared to the statewide average of \$36,594.

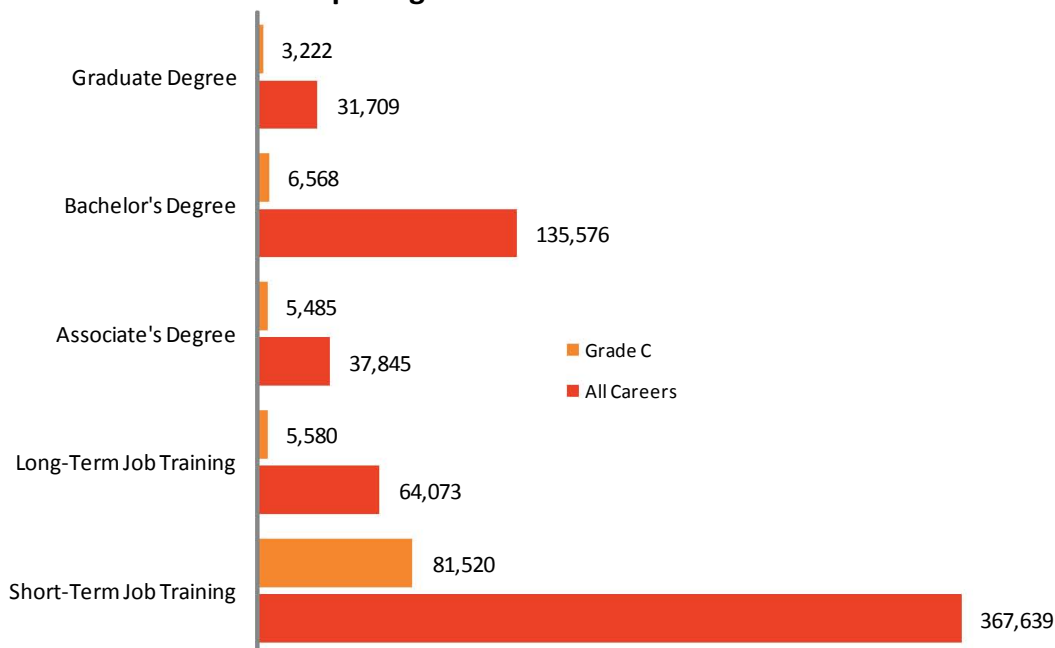
However, Grade C occupations that typically require education and training of a bachelor's degree or graduate degree earn wages close to the state average for occupations with similar requirements.

**Annual Average Wage for Grade C Careers**



In the next ten years, employment in Grade C occupations is projected to increase by 6.1 percent, in line with the state's average growth rate of 5.9 percent.

**Openings for Grade C Careers**



Openings in Grade C careers in Missouri are projected to be more than 118,900 by 2016. Of all Grade C openings, 69 percent will require short-term on-the-job training and 5 percent long-term on-the-job training. Very few will require higher education, with only 8 percent requiring a bachelor's degree or an associate's or vocational degree.

## Top Grade C Occupations

Now	Openings	Average Wage
Waiters and Waitresses	34,572	\$15,810
Combined Food Preparation and Serving Workers, Including Fast Food	18,841	\$15,525
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	5,082	\$15,993
Dishwashers	4,864	\$15,567
Dining Room and Cafeteria Attendants and Bartender Helpers	3,675	\$15,469

Next	Openings	Average Wage
First-Line Supervisors/Managers of Production and Operating Workers	1,796	\$49,301
Bus and Truck Mechanics and Diesel Engine Specialists	1,666	\$37,049
First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,627	\$33,438
Machinists	1,599	\$33,188
Emergency Medical Technicians and Paramedics	1,187	\$31,087

Later	Openings	Average Wage
Computer Programmers	2,197	\$63,857
Vocational Education Teachers, Secondary School	956	\$44,474
Librarians	948	\$48,010
Medical and Public Health Social Workers	898	\$40,354
Rehabilitation Counselors	812	\$31,281

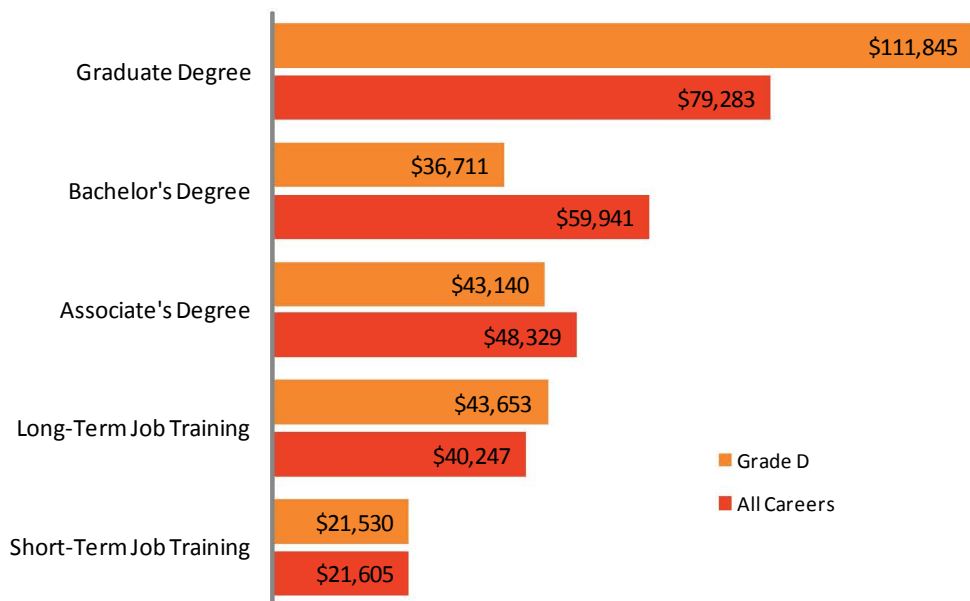


## Grade D

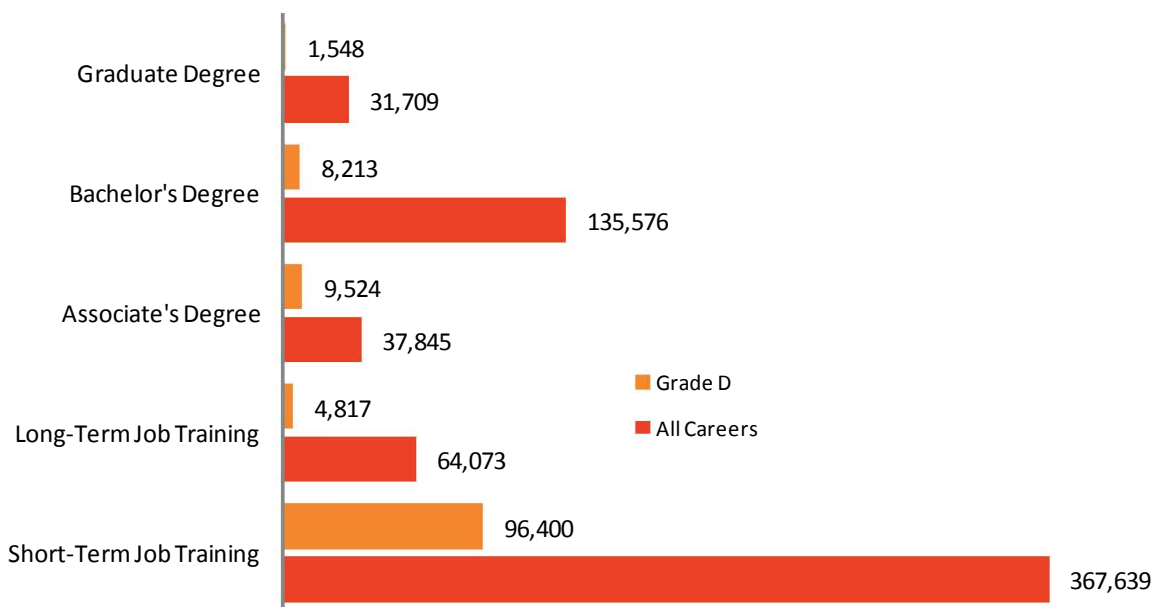
Grade D careers have below average growth and pay lower than average salaries compared to all occupations in the state. Nearly 547,000 Missourians were employed in these occupations in 2006, making up 18.7 percent of the state's employment. Grade D careers had an average annual wage of \$27,709 in 2006, compared to the statewide average of \$36,594.

In the next ten years, employment in Grade D occupations is projected to decrease by 2 percent, much slower than the state's average growth rate of 5.9 percent. Openings in Grade D careers in Missouri are projected to total more than 154,000 by 2016.

Annual Average Wage for Grade D Careers



Openings for Grade D Careers



Of all Grade D openings in Missouri, 62 percent will require short-term on-the-job training and 3 percent long-term on-the-job training. Very few will require higher education, with less than 12.5 percent requiring an associate's or vocational degree or higher.

## Top Grade D Occupations

Now	Openings	Average Wage
Cashiers	38,313	\$17,269
Laborers and Freight, Stock, and Material Movers, Hand	14,476	\$24,040
Team Assemblers	8,038	\$27,261
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	6,946	\$16,361
Stock Clerks and Order Fillers	6,705	\$22,289

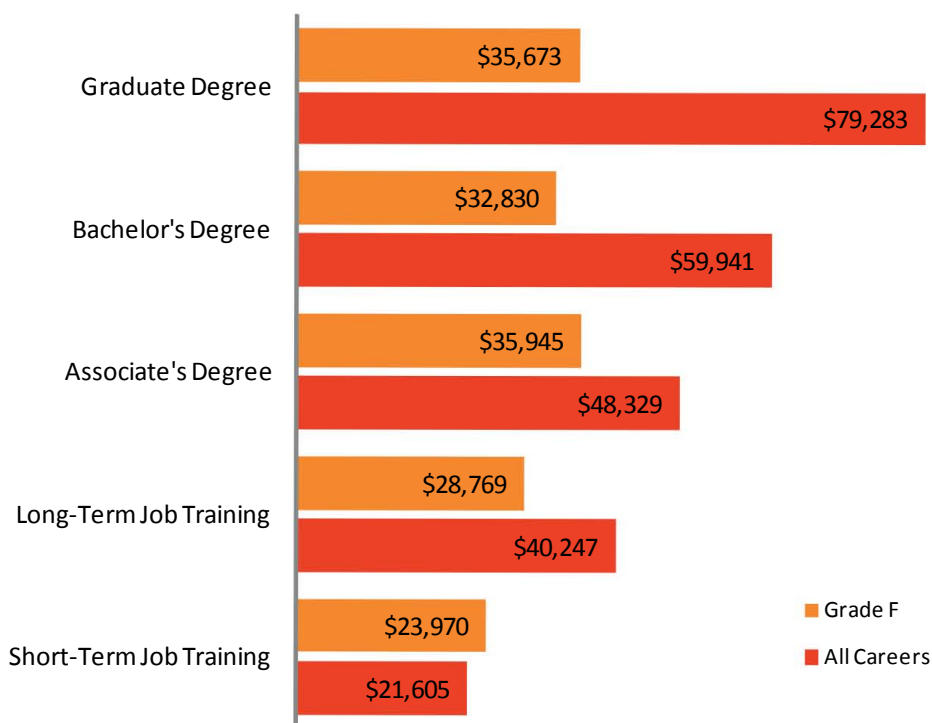
Next	Openings	Average Wage
Preschool Teachers, Except Special Education	1,755	\$23,994
Psychiatric Technicians	1,540	\$21,445
Library Technicians	1,340	\$27,847
Fitness Trainers and Aerobics Instructors	1,225	\$22,677
Automotive Body and Related Repairers	1,082	\$41,232

Later	Openings	Average Wage
Teachers and Instructors, All Other	3,475	\$25,944
Graphic Designers	1,250	\$39,694
Editors	569	\$41,023
Dietitians and Nutritionists	380	\$39,978
Producers and Directors	332	\$48,521

## Grade F

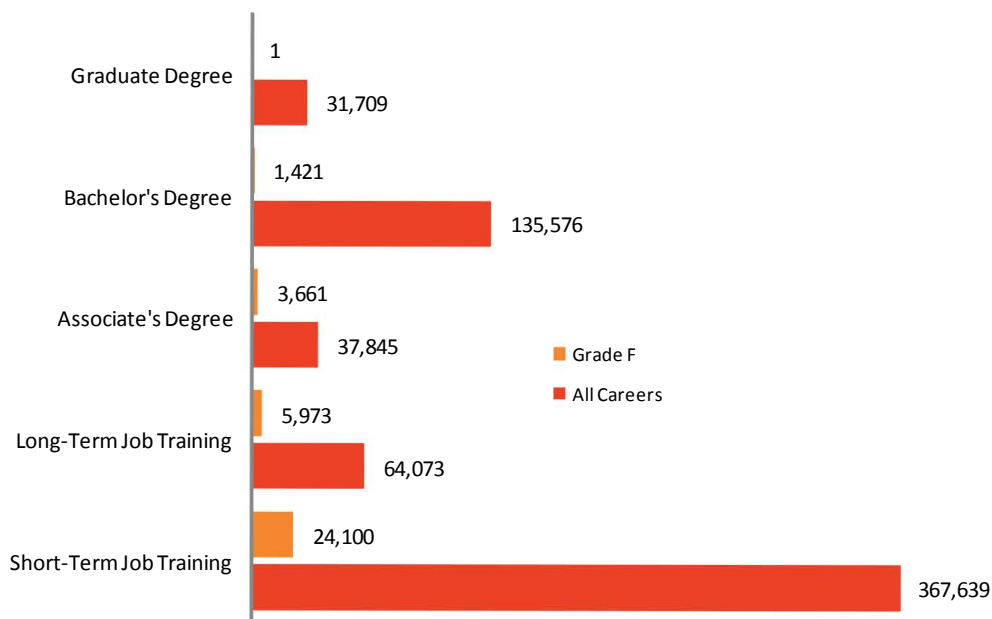
Grade F careers have a poor outlook with declining growth rates, few openings, and lower than average wages compared to all occupations in the state. Over 264,000 Missourians were employed in these occupations in 2006, making up 9 percent of the state's employment. Grade F careers earn lower than average wages with an average of \$26,173 in 2006, compared to the statewide average of \$36,594. However, Grade F occupations that require only short-term on-the-job training earn similar to the state average for that level of training.

Annual Average Wage for Grade F Careers



In the next ten years, employment in Grade F occupations is projected to decline by 5.9 percent, much less than the state's average growth rate of 5.9 percent.

Openings for Grade F Careers



Only slightly more than 56,000 openings are projected for Grade F careers by 2016. Of all Grade F openings in Missouri, 43 percent will require short-term on-the-job training and 10 percent long-term on-the-job training. Very few will require higher education, with only 9 percent requiring an associate's or vocational degree or higher.

## Top Grade F Occupations

Now	Openings	Average Wage
Packaging and Filling Machine Operators and Tenders	1,722	\$25,790
Data Entry Keyers	1,589	\$25,046
Bus Drivers, School	1,536	\$23,919
Order Clerks	1,484	\$25,393
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,477	\$26,479

Next	Openings	Average Wage
Cabinetmakers and Bench Carpenters	1,265	\$26,863
Butchers and Meat Cutters	863	\$26,355
Photographers	597	\$28,969
Opticians, Dispensing	566	\$27,746
New Accounts Clerks	485	\$26,461

Later	Openings	Average Wage
Reporters and Correspondents	347	\$31,623
Conservation Scientists	313	\$35,236
Museum Technicians and Conservators	299	\$34,637
Law Clerks	165	\$27,169
Recreational Therapists	99	\$32,022



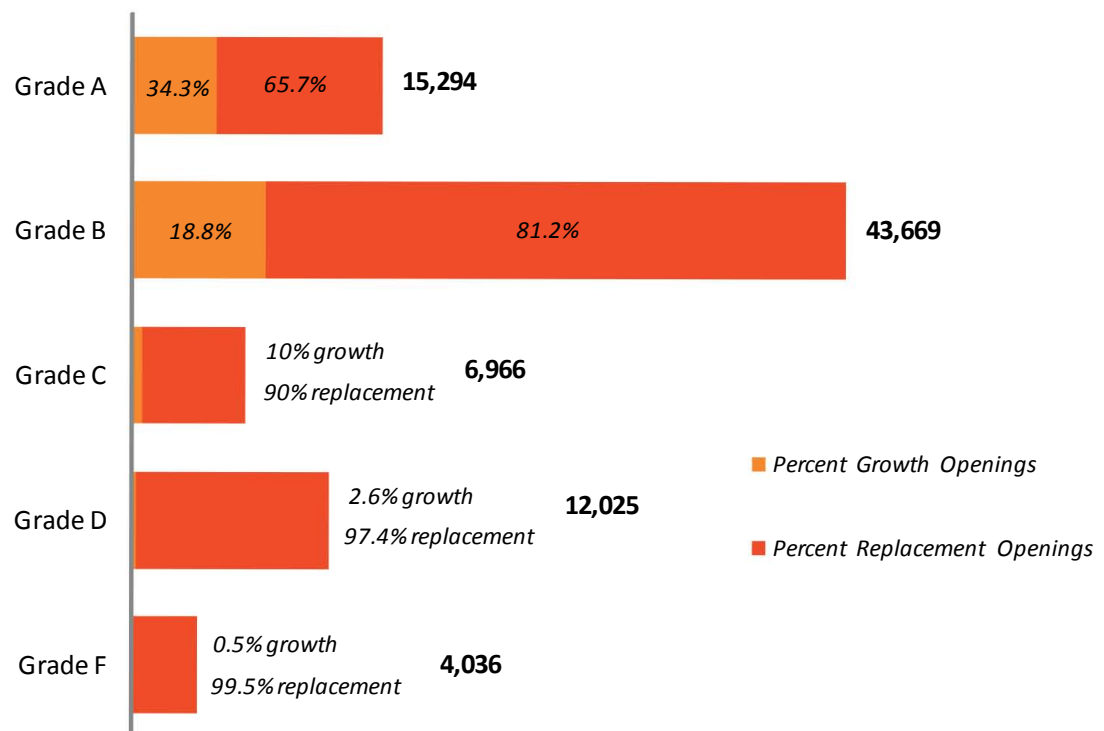
## Central Region

Employment in the Central Region totaled slightly over 299,000 in 2006 and is projected to increase by 3 percent by 2016. This is below the state average projected growth of 5.9 percent.

The Central Region is projected to have close to 82,000 total job openings between 2006 and 2016, with 17.7 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 48,000 in the Central Region were employed in Grade A occupations in 2006, making up 16 percent of the region’s employment. There are just over 15,000 projected Grade A openings in the Central Region, with over one-third classified as growth openings.

**Central Openings by Grade Level**



Grade B careers make up 48 percent of the Central Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 19 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for only 35.5 percent of employment in the Central Region. These careers have the fewest projected openings in 2006 to 2016, most of which are replacement openings.

## Good Outlook Careers Central Region

Now	Openings	Average Wage
Cashiers	4,136	\$16,182
Waiters and Waitresses	3,512	\$14,617
Retail Salespersons	3,486	\$24,708
Combined Food Preparation and Serving Workers, Including Fast Food	2,521	\$15,082
Office Clerks, General	1,833	\$22,385
Customer Service Representatives	1,374	\$27,429
Laborers and Freight, Stock, and Material Movers, Hand	1,282	\$20,821
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,098	\$19,819

Next	Openings	Average Wage
Registered Nurses	1,773	\$51,338
Cooks, Restaurant	765	\$18,047
Nursing Aides, Orderlies, and Attendants	661	\$18,517
Musicians and Singers	610	\$49,733
First-Line Supervisors/Managers of Retail Sales Workers	592	\$38,209
Licensed Practical and Licensed Vocational Nurses	589	\$29,885
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	552	\$46,341
Psychiatric Technicians	526	\$23,782

Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	1,061	\$37,774
Secondary School Teachers, Except Special and Vocational Education	880	\$40,227
Teachers and Instructors, All Other	690	\$24,308
General and Operations Managers	568	\$79,398
Accountants and Auditors	513	\$47,137
Middle School Teachers, Except Special and Vocational Education	491	\$38,952
Special Education Teachers, Preschool, Kindergarten, and Elementary School	325	\$39,188
Child, Family, and School Social Workers	316	\$33,938

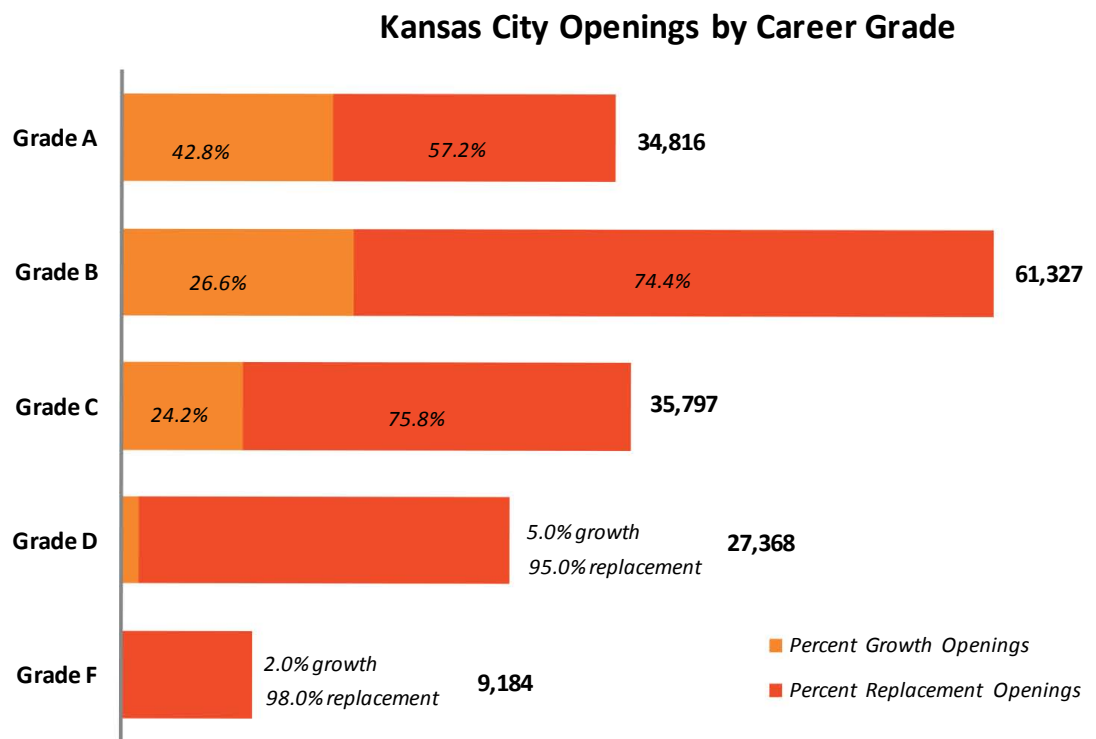


## Kansas City Region

Employment in the Kansas City Region totaled more than 564,000 in 2006 and is projected to increase by 5.6 percent by 2016. This is slightly slower than the 5.9 percent state projected growth rate.

The Kansas City Region is projected to have more than 168,000 total job openings between 2006 and 2016, with 24.6 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 103,000 in the Kansas City Region were employed in Grade A occupations in 2006, making up 18.1 percent of the region’s employment. There are over 34,000 projected Grade A openings in the Kansas City Region, with nearly 42.8 percent classified as growth openings.



Grade B careers make up 38.5 percent of the Kansas City Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 26.7 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 43.3 percent of employment in the Kansas City Region. These careers have the fewest projected openings from 2006 to 2016, most of which are replacement openings.

## Good Outlook Careers Kansas City Region

### Now

	Openings	Average Wage
Retail Salespersons	7,076	\$26,618
Cashiers	6,696	\$17,599
Waiters and Waitresses	6,281	\$14,823
Office Clerks, General	5,098	\$26,519
Combined Food Preparation and Serving Workers, Including Fast Food	4,063	\$15,934
Customer Service Representatives	3,840	\$31,992
Laborers and Freight, Stock, and Material Movers, Hand	2,675	\$25,850
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,619	\$20,638

### Next

	Openings	Average Wage
Registered Nurses	2,932	\$56,685
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,598	\$57,929
Executive Secretaries and Administrative Assistants	1,488	\$40,135
Cooks, Restaurant	1,301	\$21,081
Carpenters	1,223	\$46,044
Nursing Aides, Orderlies, and Attendants	1,099	\$22,740
Sales Representatives, Services, All Other	1,068	\$60,635
Computer Support Specialists	987	\$43,384

### Later

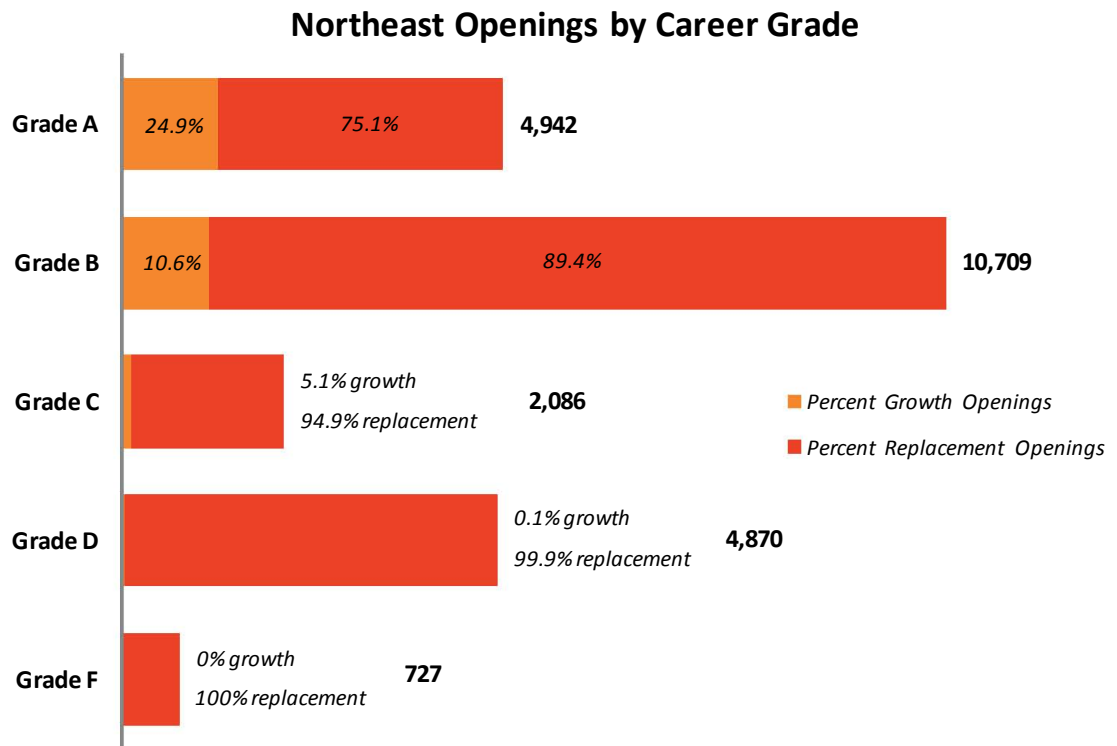
	Openings	Average Wage
Accountants and Auditors	1,843	\$54,122
Computer Systems Analysts	1,536	\$66,342
Elementary School Teachers, Except Special Education	1,408	\$44,479
General and Operations Managers	1,269	\$103,455
Insurance Sales Agents	1,170	\$62,836
Computer Software Engineers, Applications	1,160	\$72,357
Clergy	1,144	\$33,569
Computer Software Engineers, Systems Software	1,095	\$69,708

## Northeast Region

Employment in the Northeast Region totaled just over 91,000 in 2006 and is projected to decrease by 0.4 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The Northeast Region is projected to have more than 23,000 total job openings between 2006 and 2016, with 10.7 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Around 18,000 in the Northeast Region were employed in Grade A occupations in 2006, making up 20.3 percent of the region’s employment. There are just over 4,900 projected Grade A openings in the Northeast Region, with 24.9 percent classified as growth openings.



Grade B careers make up 44.9 percent of the Northeast Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 10.6 percent classified as growth openings.

Grade C, Grade D and Grade F combined account for 34.7 percent of employment in the Northeast Region. These careers have the fewest openings from 2006 to 2016, most of which are replacement openings.



## Good Outlook Careers Northeast Region

Now	Openings	Average Wage
Cashiers	1,597	\$15,302
Waiters and Waitresses	874	\$15,288
Retail Salespersons	826	\$21,401
Office Clerks, General	544	\$20,548
Combined Food Preparation and Serving Workers, Including Fast Food	513	\$14,238
Truck Drivers, Heavy and Tractor-Trailer	476	\$31,129
Laborers and Freight, Stock, and Material Movers, Hand	417	\$21,147
Customer Service Representatives	389	\$23,767

Next	Openings	Average Wage
Registered Nurses	351	\$43,339
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	228	\$35,099
Police and Sheriff's Patrol Officers	213	\$31,114
Musicians and Singers	208	\$51,792
Licensed Practical and Licensed Vocational Nurses	183	\$27,793
First-Line Supervisors/Managers of Retail Sales Workers	179	\$31,386
Automotive Service Technicians and Mechanics	169	\$26,372
Carpenters	165	\$41,154

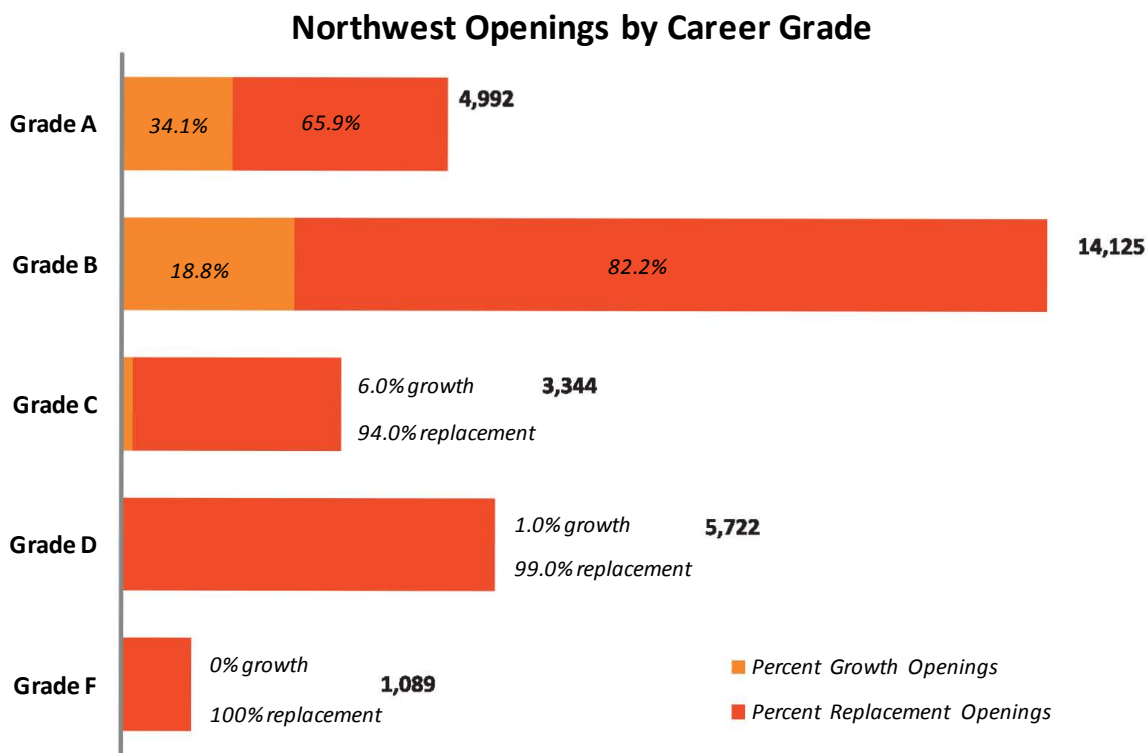
Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	232	\$33,983
Secondary School Teachers, Except Special and Vocational Education	222	\$32,371
General and Operations Managers	170	\$86,087
Teachers and Instructors, All Other	132	\$20,338
Accountants and Auditors	118	\$45,734
Middle School Teachers, Except Special and Vocational Education	106	\$35,763
Music Directors and Composers	74	\$64,729
Special Education Teachers, Preschool, Kindergarten, and Elementary School	74	\$33,105

## Northwest Region

Employment in the Northwest Region totaled over 109,000 in 2006 and is projected to increase by 1 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The Northwest Region is projected to have more than 29,000 job openings between 2006 and 2016, with 15.7 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 16,000 in the Northwest Region were employed in Grade A occupations in 2006, making up 14.9 percent of the region’s employment. There are almost 5,000 projected Grade A openings in the Northwest Region, with more than 34 percent classified as growth openings.



Grade B careers make up 44.8 percent of the Northwest Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 18.8 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 40.3 percent of employment in the Northwest Region. These careers have the fewest projected openings from 2006 to 2016, most of which are replacement openings.

## Good Outlook Careers Northwest Region

Now	Openings	Average Wage
Cashiers	1,741	\$15,153
Retail Salespersons	1,209	\$23,064
Waiters and Waitresses	1,005	\$16,532
Combined Food Preparation and Serving Workers, Including Fast Food	706	\$14,452
Office Clerks, General	604	\$21,519
Laborers and Freight, Stock, and Material Movers, Hand	568	\$20,481
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	473	\$21,931
Customer Service Representatives	468	\$26,854

Next	Openings	Average Wage
Registered Nurses	555	\$50,219
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	301	\$42,845
Musicians and Singers	270	\$51,792
Nursing Aides, Orderlies, and Attendants	254	\$18,075
Licensed Practical and Licensed Vocational Nurses	243	\$28,827
First-Line Supervisors/Managers of Retail Sales Workers	242	\$35,344
Cooks, Restaurant	201	\$17,807
Automotive Service Technicians and Mechanics	189	\$25,854

Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	267	\$33,331
Secondary School Teachers, Except Special and Vocational Education	242	\$34,726
General and Operations Managers	208	\$84,740
Farm, Ranch, and Other Agricultural Managers	191	\$72,484
Teachers and Instructors, All Other	152	\$23,260
Accountants and Auditors	133	\$48,142
Insurance Sales Agents	127	\$43,526
Middle School Teachers, Except Special and Vocational Education	123	\$34,626



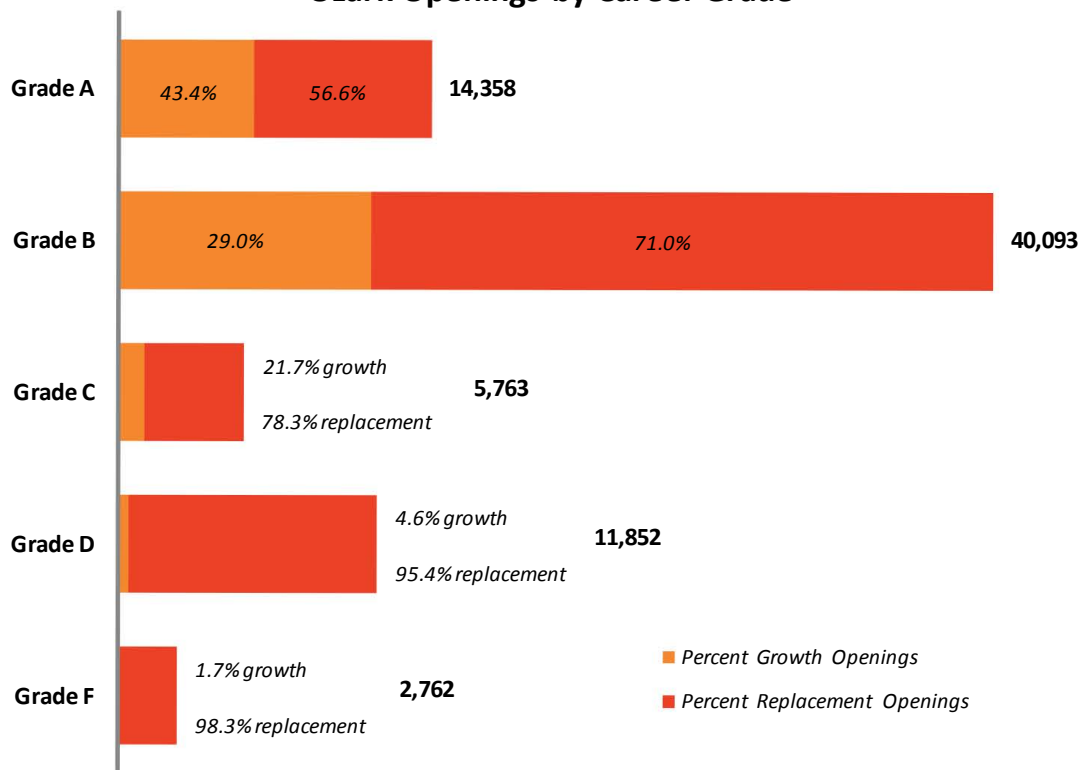
## Ozark Region

Employment in the Ozark Region totaled over 239,000 in 2006 and is projected to increase 6.6 percent by 2016. This is above the state projected growth rate of 5.9 percent.

The Ozark Region is projected to have almost 75,000 total job openings between 2006 and 2016, with 26.3 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies that are created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 39,000 in the Ozark Region were employed in Grade A occupations, making up 16.5 percent of the region’s employment. There are over 14,000 projected Grade A openings in the Ozark Region, with 43.4 percent classified as growth openings.

**Ozark Openings by Career Grade**



Grade B careers make up 51.7 percent of the Ozark Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016 with 29 percent classified as growth openings.

Grade C, Grade D and Grade F combined account for 31.8 percent of employment in the Ozark Region. These careers have the fewest projected openings in 2006 to 2016, most of which are replacement openings.

## Good Outlook Careers Ozark Region

Now	Openings	Average Wage
Cashiers	3,551	\$16,476
Waiters and Waitresses	3,530	\$14,121
Retail Salespersons	3,389	\$23,230
Combined Food Preparation and Serving Workers, Including Fast Food	2,378	\$14,629
Office Clerks, General	2,046	\$21,582
Customer Service Representatives	1,461	\$25,080
Truck Drivers, Heavy and Tractor-Trailer	1,297	\$39,077
Laborers and Freight, Stock, and Material Movers, Hand	1,257	\$20,748

Next	Openings	Average Wage
Registered Nurses	2,087	\$51,100
Nursing Aides, Orderlies, and Attendants	793	\$18,965
Cooks, Restaurant	770	\$17,815
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	758	\$48,420
Licensed Practical and Licensed Vocational Nurses	577	\$29,234
Musicians and Singers	568	\$46,342
Automotive Service Technicians and Mechanics	506	\$31,048
Executive Secretaries and Administrative Assistants	496	\$42,306

Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	690	\$34,723
Secondary School Teachers, Except Special and Vocational Education	549	\$44,462
Accountants and Auditors	486	\$50,508
General and Operations Managers	479	\$87,432
Teachers and Instructors, All Other	473	\$21,433
Middle School Teachers, Except Special and Vocational Education	323	\$35,721
Computer Systems Analysts	306	\$54,452
Insurance Sales Agents	269	\$59,232

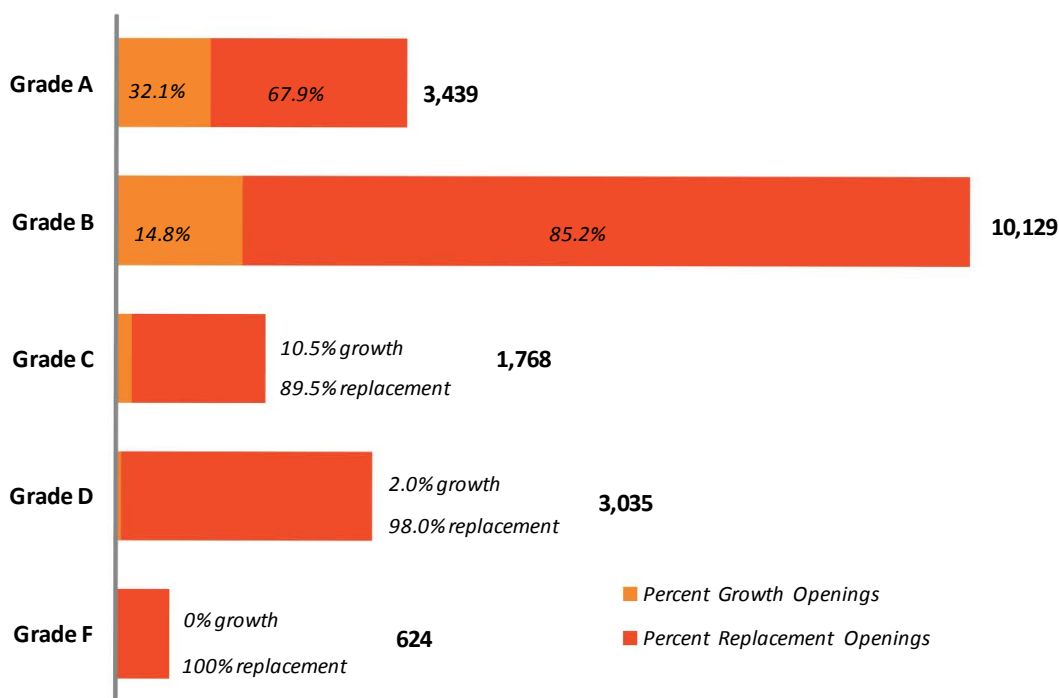
## South Central Region

Employment in the South Central Region totaled nearly 72,000 in 2006 and is projected to increase by 1.5 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The South Central Region is projected to have close to 19,000 total job openings between 2006 and 2016, with 15 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies that are created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 11,000 in the South Central Region were employed in Grade A occupations in 2006, making up 15.8 percent of the region’s employment. There are over 3,400 projected Grade A openings in the South Central Region, with 32.1 percent classified as growth openings.

**South Central Openings by Career Grade**



Grade B careers make up 50.3 percent of the South Central Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 14.8 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 33.8 percent of employment in the South Central Region. Most job openings in these careers are classified as replacement openings.



## Good Outlook Careers South Central Region

Now	Openings	Average Wage
Cashiers	1,239	\$15,114
Retail Salespersons	778	\$21,282
Waiters and Waitresses	615	\$13,811
Combined Food Preparation and Serving Workers, Including Fast Food	434	\$15,207
Office Clerks, General	419	\$20,421
Child Care Workers	399	\$13,416
Laborers and Freight, Stock, and Material Movers, Hand	357	\$18,131
Team Assemblers	319	\$17,137

Next	Openings	Average Wage
Registered Nurses	360	\$51,060
First-Line Supervisors/Managers of Retail Sales Workers	197	\$30,863
Licensed Practical and Licensed Vocational Nurses	158	\$28,746
Musicians and Singers	158	\$51,792
Nursing Aides, Orderlies, and Attendants	156	\$17,017
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	143	\$39,069
Automotive Service Technicians and Mechanics	133	\$23,186
Cooks, Restaurant	127	\$16,759

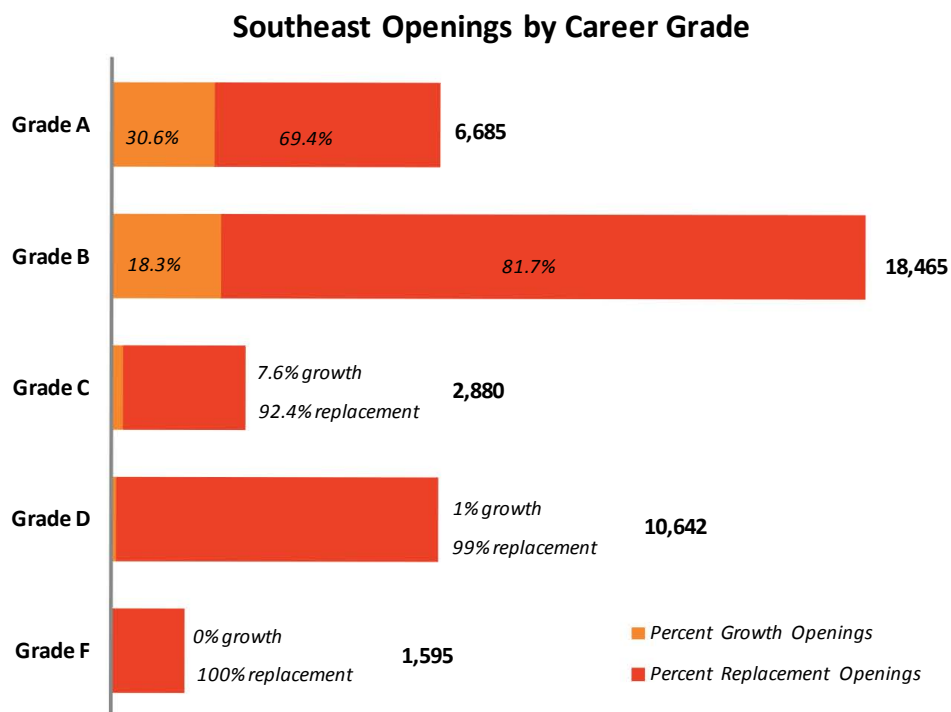
Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	202	\$31,812
Secondary School Teachers, Except Special and Vocational Education	168	\$35,529
General and Operations Managers	131	\$78,573
Teachers and Instructors, All Other	126	\$18,607
Accountants and Auditors	106	\$57,051
Middle School Teachers, Except Special and Vocational Education	93	\$43,506
Special Education Teachers, Preschool, Kindergarten, and Elementary School	62	\$33,075
Music Directors and Composers	56	\$64,729

## Southeast Region

Employment in the Southeast Region was just over 153,000 in 2006 and is projected to increase by 0.6 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The Southeast Region is projected to have more than 40,000 job openings between 2006 and 2016, with 14.3 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies that are created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 24,000 in the Southeast Region were employed in Grade A occupations in 2006, making up 15.4 percent of the region’s employment. There are over 6,600 projected Grade A openings in the Southeast Region, with 30.6 percent classified as growth openings.



Grade B careers make up 47.4 percent of the Southeast Region’s employment. These careers are projected to have the most openings in the region between 2006 and 2016, with 18.3 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 37.1 percent of employment in the Southeast Region. These careers have the fewest projected openings in 2006 to 2016, most of which are replacement openings.

## Good Outlook Careers Southeast Region

Now	Openings	Average Wage
Cashiers	2,482	\$14,909
Retail Salespersons	1,525	\$22,760
Waiters and Waitresses	1,437	\$13,985
Office Clerks, General	931	\$21,704
Laborers and Freight, Stock, and Material Movers, Hand	822	\$18,590
Truck Drivers, Heavy and Tractor-Trailer	812	\$35,061
Child Care Workers	788	\$15,421
Combined Food Preparation and Serving Workers, Including Fast Food	751	\$14,224

Next	Openings	Average Wage
Registered Nurses	914	\$50,604
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	378	\$41,393
Licensed Practical and Licensed Vocational Nurses	339	\$29,840
Musicians and Singers	332	\$51,792
Carpenters	328	\$34,288
Nursing Aides, Orderlies, and Attendants	327	\$17,109
Preschool Teachers, Except Special Education	292	\$22,852
First-Line Supervisors/Managers of Retail Sales Workers	278	\$32,603

Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	341	\$36,248
Secondary School Teachers, Except Special and Vocational Education	299	\$40,344
General and Operations Managers	293	\$75,846
Teachers and Instructors, All Other	192	\$23,818
Accountants and Auditors	178	\$45,807
Middle School Teachers, Except Special and Vocational Education	155	\$37,420
Music Directors and Composers	123	\$64,729
Postsecondary Teachers, All Other	118	\$70,698



## Southwest Region

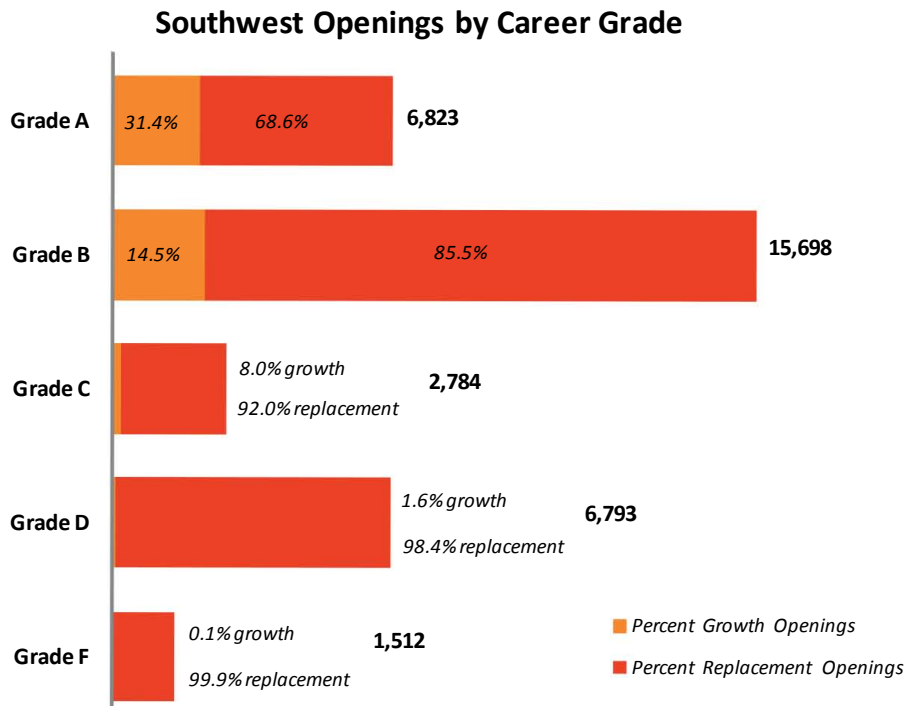
Employment in the Southwest Region totaled over 127,000 in 2006 and is projected to increase by 1 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The Southwest Region is projected to have more than 33,000 total job openings between 2006 and 2016, with 14 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies that are created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 23,500 in the Southwest Region were employed in Grade A occupations in 2006, making up 18.4 percent of the region’s employment. There are more than 6,800 projected Grade A openings in the Southwest Region, with 31.4 percent classified as growth openings.

Grade B careers make up 44.4 percent of the Southwest Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 14.5 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 37.3 percent of employment in the Southwest Region. Most of the projected job openings in these careers are replacement openings.



## Good Outlook Careers Southwest Region

Now	Openings	Average Wage
Cashiers	1,957	\$16,298
Retail Salespersons	1,428	\$22,126
Truck Drivers, Heavy and Tractor-Trailer	1,340	\$31,801
Waiters and Waitresses	1,114	\$13,375
Laborers and Freight, Stock, and Material Movers, Hand	898	\$20,398
Office Clerks, General	776	\$21,611
Combined Food Preparation and Serving Workers, Including Fast Food	651	\$13,852
Customer Service Representatives	564	\$24,950

Next	Openings	Average Wage
Registered Nurses	604	\$50,748
Cabinetmakers and Bench Carpenters	314	\$22,169
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	309	\$48,299
First-Line Supervisors/Managers of Retail Sales Workers	273	\$33,847
Automotive Service Technicians and Mechanics	247	\$26,804
Musicians and Singers	243	\$51,792
Cooks, Restaurant	207	\$17,524
Licensed Practical and Licensed Vocational Nurses	204	\$28,286

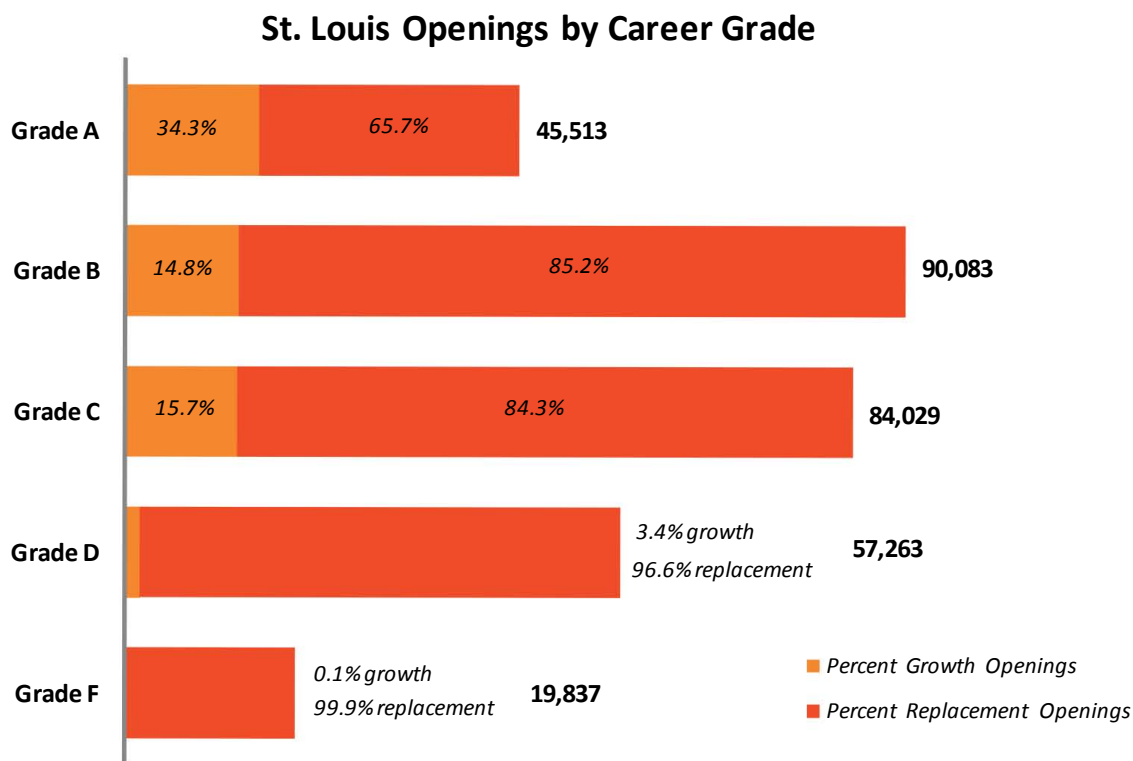
Later	Openings	Average Wage
General and Operations Managers	259	\$86,311
Elementary School Teachers, Except Special Education	249	\$32,672
Secondary School Teachers, Except Special and Vocational Education	223	\$34,063
Accountants and Auditors	187	\$48,329
Teachers and Instructors, All Other	138	\$23,554
Middle School Teachers, Except Special and Vocational Education	113	\$34,187
Computer Systems Analysts	107	\$54,743
Network Systems and Data Communications Analysts	92	\$47,359

## St. Louis Region

Employment in the St. Louis Region totaled over 112,000 in 2006 and is projected to increase by 1.1 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The St. Louis Region is projected to have close to 297,000 total job openings between 2006 and 2016, with 14.9 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies that are created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Over 157,000 in the St. Louis Region were employed in Grade A occupations in 2006, making up 14.1 percent of the region’s employment. There are more than 45,000 projected Grade A openings in the St. Louis Region, with 34.3 percent classified as growth openings.



Grade B careers make up 32.2 percent of the St. Louis Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 14.8 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 53.7 percent of employment in the St. Louis Region. Most of the projected openings in these careers are replacement openings.



## Good Outlook Careers St. Louis Region

Now	Openings	Average Wage
Cashiers	13,320	\$18,437
Waiters and Waitresses	12,516	\$17,311
Retail Salespersons	11,776	\$27,441
Office Clerks, General	7,979	\$25,900
Combined Food Preparation and Serving Workers, Including Fast Food	7,852	\$15,853
Customer Service Representatives	6,937	\$31,511
Laborers and Freight, Stock, and Material Movers, Hand	5,472	\$27,217
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,992	\$20,464

Next	Openings	Average Wage
Registered Nurses	5,801	\$51,735
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,555	\$64,181
Cooks, Restaurant	2,500	\$20,914
Carpenters	2,403	\$46,874
Musicians and Singers	2,301	\$71,958
Executive Secretaries and Administrative Assistants	1,991	\$40,385
Licensed Practical and Licensed Vocational Nurses	1,952	\$36,686
Nursing Aides, Orderlies, and Attendants	1,857	\$21,419

Later	Openings	Average Wage
Accountants and Auditors	2,540	\$53,404
General and Operations Managers	2,538	\$98,197
Elementary School Teachers, Except Special Education	2,435	\$41,784
Secondary School Teachers, Except Special and Vocational Education	2,037	\$41,504
Computer Systems Analysts	1,841	\$69,600
Teachers and Instructors, All Other	1,379	\$27,142
Network Systems and Data Communications Analysts	1,319	\$62,509
Network and Computer Systems Administrators	1,300	\$61,440

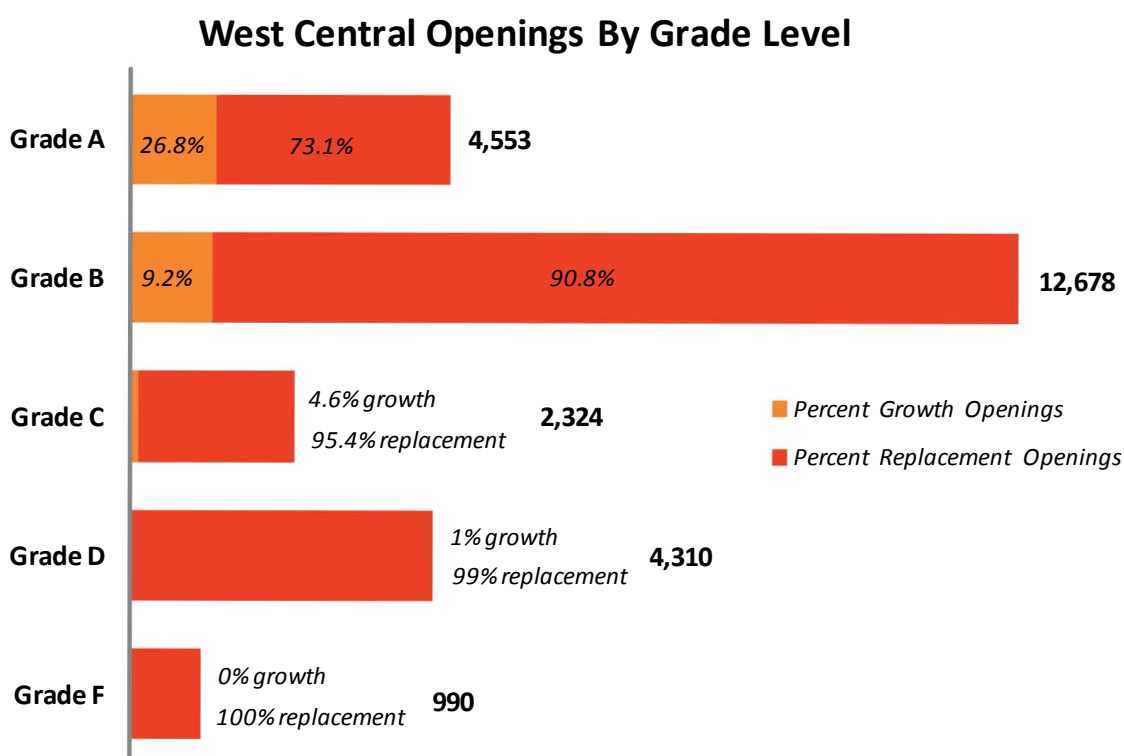


## West Central Region

Employment in the West Central Region totaled nearly 99,000 in 2006 and is projected to decrease by 0.3 percent by 2016. This is below the state projected growth rate of 5.9 percent.

The West Central Region is projected to have more than 24,800 total job openings between 2006 and 2016, with 10.2 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies that are created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 17,000 in the West Central Region were employed in Grade A occupations in 2006, making up 17 percent of the region’s employment. There are over 4,500 projected Grade A openings in the West Central Region, with 26.8 percent classified as growth openings.



Grade B careers make up 49.6 percent in the West Central Region’s employment. These careers are projected to have the most openings in the region from 2006 to 2016, with 9.2 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 33.5 percent of employment in the West Central Region. Most of the projected job openings in these careers are replacement openings.

## Good Outlook Careers West Central Region

Now	Openings	Average Wage
Cashiers	1,597	\$15,275
Retail Salespersons	961	\$22,246
Waiters and Waitresses	939	\$13,450
Office Clerks, General	516	\$21,043
Combined Food Preparation and Serving Workers, Including Fast Food	489	\$15,629
Child Care Workers	462	\$16,543
Laborers and Freight, Stock, and Material Movers, Hand	448	\$22,059
Customer Service Representatives	352	\$26,730

Next	Openings	Average Wage
Registered Nurses	465	\$53,483
First-Line Supervisors/Managers of Retail Sales Workers	228	\$34,693
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	206	\$39,002
Nursing Aides, Orderlies, and Attendants	201	\$18,474
Musicians and Singers	197	\$51,792
Licensed Practical and Licensed Vocational Nurses	193	\$29,462
Automotive Service Technicians and Mechanics	181	\$31,738
Cooks, Restaurant	174	\$15,160

Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	306	\$34,827
Secondary School Teachers, Except Special and Vocational Education	253	\$36,640
Teachers and Instructors, All Other	184	\$23,927
General and Operations Managers	179	\$75,988
Middle School Teachers, Except Special and Vocational Education	141	\$36,238
Accountants and Auditors	116	\$48,986
Special Education Teachers, Preschool, Kindergarten, and Elementary School	95	\$36,476
Computer Systems Analysts	74	\$50,859

## Career Grade Methodology

The Career Grade Index equally weights three variables (average wages, total openings over the 10 year period, and % change over the 10 year period). It is the combination of scores for any of the three variables that defines an occupation's Career Grade. Order of scores within each possible combination is not specific.

### Career Grade Index Key

Score	Value	Definition
2	Significantly Above Average	scored at least two standard deviations above mean
1	Above Average	scored between one and two standard deviations above mean
0	Average	scored between one standard deviation below and one standard deviation above mean
-1	Below Average	scored between one and two standard deviations below mean

Example—To be designated a Grade A+ an occupation can have a combination of the following scores: 2,2,2 or 2,2,1 or 2,1,2 or 1,2,2

Career Grade	Possible Combinations of Scores		
Grade A+	2,2,2	2,2,1	
Grade A	2,1,1	1,1,1	
Grade A-	2,2,0	2,1,0	1,1,0
Grade B+	2,0,0	1,0,0	
Grade B	2,2,-1	2,1,-1	1,1,-1
Grade B-	2,0,-1		
Grade C+	2,2,-2	2,1,-2	1,1,-2
Grade C	0,0,0	1,0,-1	2,0,-2
Grade C-	1,0,-2		
Grade D+	-2,0,0	-1,0,0	
Grade D	2,-2,-2	2,-2,-1	2,-1,-1
Grade D-	1,-2,-2	1,-2,-1	1,-1,-1
Grade F+	-2,-2,0	-2,-1,0	-1,-1,0
Grade F	-2,-1,-1	-1,-1,-1	
Grade F-	-2,-2,-2	-2,-2,-1	

Career Grades were developed for the state and for each of the 10 sub-state regions in Missouri. For the statewide Career Grades, mean scores were developed from statewide averages, % change, and total openings. For the regional Career Grades, mean scores were developed for each region's average wage, % change, and total openings. In other words, occupations in the South Central Region of Missouri were not compared with occupations from the St. Louis Region in the regional grading process.



